

## ***Vacancy Details***

**Personnel Notice:** 56-15  
**Date Announced:** 05/28/2015  
**Closing Date:** 6/22/2015  
**Command:** SPAWAR  
**Grade:** DP-04 (GS-15 equivalent)  
**Type:** Associate Counsel (General Law)

There will be a vacancy for an attorney to serve as Associate Counsel (General Law) in the Office of Counsel, Space and Naval Warfare Systems Command (SPAWAR), located in San Diego, California. SPAWAR is responsible for inventing, acquiring, developing, delivering and supporting integrated and interoperable Command, Control, Communications, Computers, Intelligence, Surveillance & Reconnaissance (C4ISR), Business IT and Space Capabilities in the interest of national defense. This is a supervisory position.

The selected applicant will be the Head of the General Law Section and SPAWAR's national competency lead for General Law, including civilian personnel law, ethics/standards of conduct, fiscal law, Freedom of Information Act /Privacy Act, public and legislative affairs, litigation, environmental law and other areas of command support. The Associate Counsel (General Law) supervises three attorneys and two support staff members. The Associate Counsel (General Law) will be called upon not only to supervise the work of other attorneys and support staff, but also to provide legal advice on all General Law matters. The successful attorney may also represent SPAWAR in litigation, particularly in civilian personnel cases, and coordinate with the Department of Justice. The Associate Counsel (General Law) often coordinates with attorneys in other Headquarters sections, SPAWAR field activities and the offices of Assistant General Counsels. As such, the Associate Counsel (General Law) must be conversant with all issues in the section. The selected attorney will be a member of the SPAWAR Office of Counsel management team and may assist the Counsel and Deputy Counsel on various legal and management issues arising at Headquarters and in the field. The attorney selected will report directly to Deputy Counsel, SPAWAR.

This vacancy will be filled under the SPAWAR Alternative Personnel System (APS), a pay for performance system using pay bands with salary ranges. The vacancy will be filled at the upper half of the DP-04 pay band, equivalent to the GS-15 pay level with a current salary range of \$109,261-\$132,122 plus Local Market Supplement. The 2015 Local Market Supplement in the San Diego area is 24.19%. Pay will be set commensurate with the successful applicant's qualifications, funding availability, and APS pay setting guidelines. To be considered in the upper half of the DP-04 pay band (comparable to GS-15 pay), successful applicants must have at least 5 ½ years of experience in the practice of areas of law within the General Law section practice.

Applicants will be evaluated on: 1) the depth, breadth, and quality of their legal experience in the areas of the General Law section practice described above, with an emphasis on civilian personnel law; 2) their supervisory and leadership experience and abilities; 3) their research, analytical, and writing skills; 4) their oral communication and interpersonal skills and ability to develop a strong attorney-client relationship; and 5) their familiarity with Department of the Navy organization, processes and procedures. Successful prior supervisory experience and demonstrated success in advising senior Navy clients is highly desired.

Applicants should submit a resume; two legal writing samples (no more than 10 pages each, portions of larger work are acceptable); the two most recent performance appraisals, if available; and the names and telephone numbers of at least three references (other than current supervisors) who may be contacted. Applications should include salary requirements and projected availability.

Electronic submissions are preferred, and should be submitted to Ms. Kristin Becker at: [kristin.becker@navy.mil](mailto:kristin.becker@navy.mil).

If mailing your application, please send to:

Space & Naval Warfare Systems Command  
Office of Counsel, Code 3.0  
4301 Pacific Highway  
San Diego, CA 92110  
Attn: Ms. Kristin Becker

Interested attorneys may contact Mr. Eric Flores, Associate Counsel, at (619) 524-7043, or Ms. Kristin Becker, Deputy Counsel, SPAWAR, at (619) 524-7055 for more information.

This personnel notice will close at 11:59 PM EDT on June 22, 2015 and applications must be received by this time to be considered.

The successful applicant must have graduated from a law school that is accredited by the American Bar Association, be an active member in good standing of the bar of the highest court of a State, U.S. Commonwealth, U.S. territory, or the District of Columbia, and be admitted to practice before a state or federal court. U.S. citizenship is a requirement of the position, and the successful applicant must be able to obtain and maintain a SECRET clearance.

If the successful applicant is not currently a member of the Department of the Navy Office of the General Counsel, processing of the hiring action can only commence after submission of those items identified in the "Instructions for New OGC Attorneys" (see Careers section of [www.ogc.navy.mil](http://www.ogc.navy.mil)).

Applicants eligible for veterans' preference must specifically claim such eligibility in their cover letter, identify the basis for the claim, and include supporting documentation (e.g., the DD 214, Certificate of Release or Discharge from Active Duty or other supporting documentation) with their submission. Not all veterans are preference eligible. For a summary of time periods, campaigns, and conditions that entitle an applicant to preference eligibility, please visit [www.opm.gov/veterans](http://www.opm.gov/veterans) and review the "Vets Info Guide" and the "Vets Guide." There is no formal rating system for applying veterans' preference for attorney appointments in the excepted service; however, the Department of the Navy Office of the General Counsel considers veterans' preference eligibility a positive factor in the attorney hiring process. Applicants who do not claim and do not provide adequate supporting documentation for veterans' preference will not receive the positive factor consideration.

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy or gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

Reasonable Accommodation Policy Statement:

[https://help.usajobs.gov/index.php/Reasonable\\_Accommodation\\_Policy\\_Statement](https://help.usajobs.gov/index.php/Reasonable_Accommodation_Policy_Statement)

Legal and Regulatory Guidance: [https://help.usajobs.gov/index.php/Legal\\_and\\_Regulatory\\_Guidance](https://help.usajobs.gov/index.php/Legal_and_Regulatory_Guidance)

Permanent Change of Station (PCS) funding is not available. A relocation incentive may be available but is not guaranteed.

#### **THE DEPARTMENT OF THE NAVY IS AN EQUAL OPPORTUNITY/REASONABLE ACCOMMODATION EMPLOYER**

**The Department of the Navy is an Equal Opportunity/ Reasonable Accommodation Employer. All hiring and advancement in the Office of the General Counsel is based on merit without regard to race, color, national origin, religion, age, sex, sexual orientation, disability, political affiliation or marital status.**

**The Department of the Navy provides reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should inform the individual identified in the personnel notice. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.**

#### **VETERANS PREFERENCE IN HIRING**

Department of the Navy attorney positions are in the excepted service, not the competitive civil service. There is no formal rating system for applying veterans' preference to attorney appointments in the excepted service; however, the Department of the Navy considers veterans' preference eligibility as a positive factor in attorney hiring. If you are eligible for veterans' preference in hiring, you are encouraged to include that information in your application along with the supporting documentation, e.g., DD 214. Not all veterans are eligible for veterans' preference. To find out if you are, you may visit the Veterans' Preference Advisor, operated by the Department of Labor at <http://www.dol.gov/elaws/vets/vetpref/vetspref.htm>.